



ST. LOUIS ARMY ENGINEER DISTRICT

ESPRIT

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A call to celebrate... A time to remember Jan. 16, 1994



On Monday, January 20, 1986, America began an exciting new tradition - the celebration of the first legal national holiday in honor of Martin Luther King, Jr.

Dr. King believed in universal peace with justice. He believed in the promotion and exercise of human rights and fundamental freedoms; elimination of racial discrimination and apartheid; the enhancement of the quality of life; satisfaction of human needs; and the protection of the environment. He called upon people of every nation to join in a common struggle against the enemies of humanity: tyranny, poverty, racism, disease and war. This national holiday is a time for personal recommitment to do something about these evils.

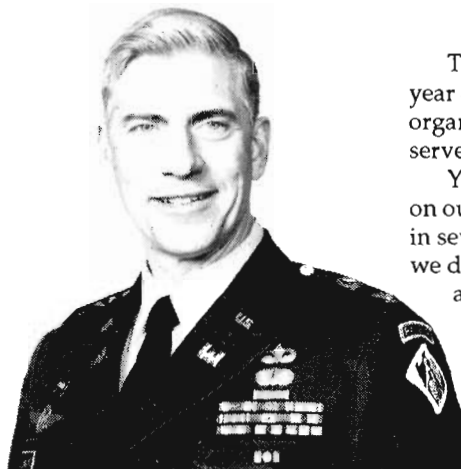
Dr. King's holiday provides an opportunity for all Americans to reaffirm their faith in the noble dream of freedom and the sacred promise of democracy - in the values which distinguish our Republic from the rest of the world. On this occasion, we remember, we celebrate, we renew and we act to narrow the gap between ideals and the harsh reality of a world in which millions are still without freedom, opportunity, peace and justice.

When we see any act of justice done, or any act of injustice thwarted, we see Dr. King's living memorial and legacy. When we see Americans of all races, creeds, colors, cultures, even politics working, playing and praying together, we see Dr. King's living memorial and legacy. When we see peoples and governments resolving conflicts in a spirit of nonviolence and reconciliation, we see Dr. King's living memorial and legacy.

Excerpts from: Martin Luther King, Jr.
Federal Holiday Commission
Coretta Scott King, Chairperson



Commander's Perspective —



COL Thomas C. Suermann

We must improve our internal partnering. We cannot work in a mental vacuum.

This is the beginning of a new calendar year and the beginning of a new fiscal year quarter. As we embark upon the one hundred and twenty-third year of our organizational history, we have the opportunity to make history and not just observe it as we usually do.

You and I can make history this year in three ways. First of all, we can focus on our fundamentals and eliminate impediments to improving our execution rate in several categories. We can authorize ourselves to stop worrying about what we don't have and concentrate on what we do have. We have trained, motivated and dedicated people who are committed to accomplishing a mission. We have the financial resources to accomplish and exceed the targets that have been given to division and office chiefs, project and lake managers, and technical as well as administrative staffs. If we need more financial resources as the year progresses, I am prepared to ask for more, if I can justify it on our execution rate. The old adage "give a busy person a job" is still true. In our environment a more appropriate adage is "give a busy, high-achieving district the resources."

While we are facing declining personnel numbers we still have ample carry-over funds in addition to this year's appropriations to achieve exemplary results. While there is no Malcolm Baldrige Award for districts, we can still act as if there were (for those of you who work better with external motivation). Others can rely on personally conceived, mentally defined awards that will facilitate and establish a legacy for the future.

The second way you and I can make history this year is to spread the good news to each other about what we, as an organization, can do to serve the public. I am continually amazed in my discussions with many of you to find out how much you know about your job, but how little you know about what others in the District do to serve the public. We must improve our internal partnering. We cannot work in a mental vacuum. I encourage each of you to learn more about the functions of your fellow employees.

Thirdly, talk to your neighbors and to your community. Each of you can educate your fellow citizens and your community leaders about the Corps and this District. Your personal contacts, often in an informal manner, will always have more impact than PAO releases. Word-of-mouth advertising has always been worth more than any ad.

As we move forward this year, I need your common sense, your positive outlook and your willingness to make history. Educate those whom we serve. Be proud of your past, confident in our future and eager to share your knowledge with your fellow team members and your community. Historians have raised the question "Does man make history or does history make man?"

You have the ability to resolve this matter in this organization and in your communities.



US Army Corps of Engineers
St. Louis District

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News Briefs

Carlyle Lake:

Duck hunt

Rangers at Carlyle Lake hosted their annual duck hunt for individuals with disabilities November 3 through December 12. Eight physically challenged hunters participated during the 40-day season, using a duck blind facility with special access. These special sportsmen agreed that the good harvest was just an added bonus and that being out in the field and enjoying nature was the real experience they were after.

Tree lighting

The annual Carlyle Lake Christmas tree lighting ceremony drew more than 100 people. This year the event was held at the new visitor center. The crowd enjoyed entertainment by the local glee club, who presented a Christmas skit. Smokey Bear and Woodsy Owl also joined the festivities by marching in the Christmas Town parade the following day.

Lake Shelbyville:

Eco-Meet

Illinois teachers learned what an Eco-Meet was and how schools around Lake Shelbyville prepare for it at the Midwest Environmental Education Workshop in Galena, Illinois. Park Ranger Larry Gutzler spoke to the group about the program, which is an environmental education competition among students in grades 4 to 12. The event is held each October at the lake.

Rend Lake:

Goose season

The Canada Goose season at Rend Lake got off to a slow but promising start on December 3rd. A total of 454 geese were harvested in the lake quota zone during the first eight days. The number of geese overwintering at the lake is expected to increase from the December 12 count of 35,000 Canada Geese and 15,000 Snow Geese to about 100,000 at the peak of migration. The goose season runs through January 22 or until 11,400 Canada Geese are harvested.

The handicapped accessible goose blind at the lake, currently in it's third season has proved extremely popular. The blind has been used almost everyday of the season. Hunters are required to reserve the blind in advance and must possess a P2A (2A physical disability classification) card in order to be eligible.

Watchable wildlife

Park Ranger Ray Zoanetti was the featured speaker at a recent Watchable Wildlife Workshop hosted by the Missouri Department of Conservation (MDOC) in Jefferson City. About 145 biologists and natural resource managers from throughout Missouri participated in the workshop, the purpose of which was to introduce the Watchable Wildlife Program to Missouri's field personnel and give them ideas on how to develop sites, plan educational programs and find financial and other support.

Ray is a member of the Corps' National Task Force and the Illinois task force on Watchable Wildlife.

District personnel have worked with the MDOC to develop sites at

Corps projects to be included in the Missouri Watchable Wildlife Viewing Guide. A similar guide is being developed for Illinois.

Tourism database

Rachel Garren, CO-N, and Park Ranger Maureen Curran attended a Illinois Bureau of Tourism meeting during which the Bureau unveiled a new computer database system that will be used to provide more detailed and more individualized information to potential travellers in Illinois beginning in January. The new system will allow the bureau to provide callers to the state's 800 tourism number with a personalized itinerary almost instantaneously via facimile or E-mail.

Wappapello Lake:

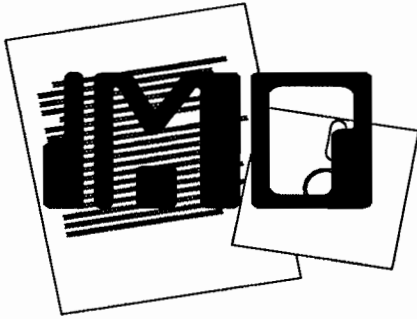
Ozark Trail

A section of the Ozark Trail System is on public land managed by the Corps at Wappapello Lake. About 20 miles of unique Ozark Trail are available all year for hiking, mountain biking (non-motorized) and horseback riding.

The Corps trail head, adjoining southern Sam A. Baker State Park on Missouri State Highway 143, leads south into a trail that winds down the St. Francis River valley. About 10 miles south of the trail head, the "hills" in this Ozark setting become more apparent. These hills of Ozark forests are predominantly oak-hickory, dotted with native Missouri short leaf pine.

In addition to the exercise and scenery available using the trail, opportunities to see some pristine territory and observe many project management techniques make the trip even more worthwhile.

(Continued on page 8)



Advanced WPO hints

We've been (ab)using the WPO E-mail package for over two months now, and it's about time to start revealing some of the advanced secrets that can really make E-mailing fun. Since everyone knows that the different menus are accessed via the mouse or a control key sequence, only the menu names will be discussed here.

\$All User Messages: Do you send a message to all users to remind someone that their car lights are on, or to give information about an upcoming event? After you have composed your message go to the Options Menu and de-select the Status Information option. This will cut down on network traffic,

disk activity and disk space. Also select Expire Message after ? Days, filling in the appropriate number of days. This will automatically delete the message when the information is no longer useful. Then go to the Advanced Options Menu and de-select Insert in Out Box, again cutting down on disk space.

Access to Your Schedule: Are you a member of a work group where everyone in it should be able to see just what you have on your schedule, or would you like to give everyone that right? Go to the File/Setup/Security Access/Access List Menu. Select Read Item Rights for Appointments to give everyone access. Or Add Users and select it for each of them individually. It is also possible to do this for a group with the Add Users option. Once everyone in the work group has granted access for everyone else, the Multiuser Appointments Window (or Proxy) can be used to show the text of the appointments.

Out of the Office: Will you be out of the office for a few days and want to let folks know that their messages won't be answered right away? Go to the Tools/Rules Menu. Create a rule. Give it a

name of "Out of the Office." Make sure the Event is a New Item and that it is Incoming. Select Mail, Appointment, Task, Note and Phone Item Types. Then Add an Action which is a Reply. Reply to the Sender and then fill in the text of the reply with the pertinent information. Remember to go to the Tools/Rules Menu to Enable/Disable the Rule at the appropriate times. **INTERNET LISTSERVER SUBSCRIBERS:** Make sure your automatic replies don't go out to the Internet by filling in the If Item Contents Are From: field with "!. " (Don't use the quotes, just the two characters !@.) This will make sure that replies are not sent out if the From: field does NOT (the ! character) contain an @ sign in it.

That's all for now. Look for more Hints in upcoming issues of the ESPRIT. If you'd like a copy of these hints E-mailed to you, send a message to John Jobst with the Subject: WPO Advanced Hints #1. Want to bet that there is a Rule which will reply?

League needs more golfers

It is the middle of winter, but the St. Louis District Golf League is anxiously awaiting the day their new season begins. However, this season they need YOUR assistance. Because of the recent retirements and the possibility of additional downsizing, the District golf league is searching for new golfers - beginner, intermediate, avid or par-breaker. Everyone is welcome.

The golf league has two divisions: competitive and non-competitive. The competitive golfers are placed on teams and a regular season schedule of head-to-head matches lead up to a league cham-

pionship. If competition is not your cup of tea, we offer the non-competitive division. You are welcome to come out and play whenever you wish and the league will track your scores, compute your handicap and assist you in improving your game. When you feel your game has improved, you are free to move to the competitive division and compete in weekly matches.

The league is very flexible and allows you to play when it is convenient for you. Eight to ten golfers are placed on each competitive team, but only four golfers play

each week. You will only be playing every two to three weeks, so don't worry about tying up every Tuesday evening with golf league. If you want to play more or less, you will be accommodated.

If you are interested in learning more about the golf league or you are immediately interested in becoming part of the league, contact either Jeff Maynard (IM-I, 8671), Ken Koller (PM-M, 8033) or John Perulfi (PD-E, 8475).

Any current member will be happy to talk to you about the league and how to get involved - so what are you waiting for?



Major events in life of Dr. Martin Luther King, Jr.

1929 - Born on January 15, son of Reverend and Mrs. Martin Luther King, Sr. at 501 Auburn Avenue, Atlanta, Georgia.

1944 - Graduated from high school and admitted to Morehouse College at age 15.

1948 - Ordained to the Baptist ministry, February 25, at age 19.

1953 - Married Coretta Scott.

1954 - Supreme Court ruled unanimously in *Brown vs. Board of Education* racial segregation in public schools unconstitutional. Became pastor of Dexter Avenue Baptist Church in Montgomery, Alabama.

1955 - Received Doctorate in Systematic Theology from Boston University in June. Led the Montgomery bus boycott which lasted 382 days after Rosa Parks was arrested for not giving up her seat to a white man.

1956 - Supreme Court ruled segregation in public transportation unconstitutional.

1957 - Founded and became first president of the Southern Christian

Leadership Conference.

1958 - Congress passed the first Civil Rights Act since reconstruction.

Met with President Eisenhower, along with Roy Wilkins, A. Phillip Randolph and Lester Granger.

1959 - Visited India to study Mohammed Ghandi's philosophy of nonviolence.

1960 - Became co-pastor of Ebenezer Baptist Church with his father.

Lunch counter sit-ins began in Greensboro, North Carolina.

Student Non-Violent Coordinating Committee founded to coordinate protests at Shaw University.

1961 - Congress on Racial Equality (CORE) began first "Freedom Ride" through the South in Greyhound bus after the Supreme Court outlawed segregation in interstate transportation.

1963 - Wrote "Letter from Birmingham Jail."

Led March on Washington. Largest civil rights protest ever held, August 28.

Delivered "I Have a Dream" speech.

Named "Man of the Year" by Time magazine.

1964 - Became youngest winner of Nobel Peace Prize, Oslo, Norway.

Voter registration drive organized by Council of Federated Organizations in Mississippi.

1965 - Civil Rights March from Selma to Montgomery, Alabama.

1966 - Poll tax ruled unconstitutional.

1967 - Alabama ordered to desegregate all public schools.

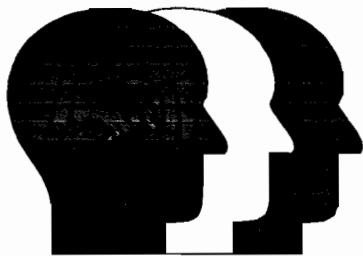
1968 - Organized "Poor People's Campaign" in Washington, D.C.

Marched in support of sanitation workers in Memphis, Tennessee.

Delivered "I've Been to the Mountaintop" speech.

Assassinated April 4, at Lorraine Motel, Memphis, Tennessee.

1985 - Martin Luther King, Jr.'s birthday became a national holiday to be celebrated each year on the third Monday in January.



EEO matters

Guidelines for achieving communication free of racial and ethnic bias

The reality of global communication is here. More and more countries are becoming multicultural and multilingual. Groups of various heritages are challenging the dominance of West

European influence on daily life in the United States.

Discrimination based on race, color and national origin has been with us for centuries. It remains with us now, despite claims to be-

ing an enlightened society. Our language, with all its power to reinforce bias and shape thought, is still stubbornly preserving that "Old World" culture as the stan-

(Continued on next page)



dard against which all other groups are judged.

Bias is subtle. The more deeply it has been assimilated, the more difficult it is to uncover.

"Workforce 2000," a landmark report prepared for the U.S. Labor Department by the Hudson Institute, cited the five following demographic facts that will shape the American workforce by the year 2000.

- * The population and the workforce will grow more slowly than at anytime since the 1930s.

- * The average age will rise and the pool of young workers entering the workplace will shrink.

- * More women will enter the labor market, although the rate of increase will taper off.

- * Minorities will be a larger share of new entrants into the labor force.

- * Immigrants will represent the largest share of the increase in the population and the workplace since World War I.

In the years to come it will be more important for us as communicators, especially in the workplace, to examine our language and select ways of communicating that recognize a broadening racial and ethnic culture. Below are some examples of how to become aware of our own attitudes, stereotypes and expectations and be open to discovering the limitations they place on our perspective.

1. Be aware of words, images and situations that suggest that all or most members of a racial or ethnic group are the same. Stereotypes may lead to assumptions that are insupportable and offensive. They cloud the fact that ALL attributes may be found in ALL groups and individuals.

Example: The writer who describes Mexican children as "well-dressed" may be unconsciously

portraying an exception to a mental image of a "poor" or "unkempt" Mexican.

2. Avoid qualifiers that reinforce racial and ethnic stereotypes. A qualifier is added information that suggests an exception to the rule.

Example: "The intelligent Black students were guests as part of an orientation program." Under what circumstances would you write, "The intelligent white students..."?

3. Identify by race or ethnic origin only when relevant. Few situations require such identification.

Example: If this identification is inappropriate: "Michael Dukakis, noted white Massachusetts Governor..." Is this phrasing any different: "Jesse Jackson, celebrated Black Democratic leader..."?

4. Be aware of language that, to some people, has questionable racial or ethnic connotations. While a word or phrase may not be personally offensive to you, it may be to others.

Examples: "Culturally deprived" or "culturally disadvantaged." These terms may imply superiority of one culture over another. In fact, people so labeled are often bicultural and bilingual.

"Non-white." This word implies that white is the standard. In North American language, similar words such as "non-Black" or "non-yellow" do not exist.

"Minority." This word is accurate in North America. However, its use ignores the fact that people of color comprise the majority of the world's population (any may comprise the majority of your immediate locale.)

5. Be aware of the possible negative implications of color symbolic words. Choose language and usage that does not offend people or reinforce bias. In some instances, "black" and "yellow" have become associated with the undesirable or negative.

Example: "Black reputation," "yellow coward."

6. Substitute substantive information for ethnic clichés. Do more homework. Don't let ethnic clichés substitute for in-depth material.

Example: A person of Spanish heritage might prefer to be asked about family history or political experiences rather than about fiestas.

Material taken from *Without Bias: A Guidebook for Nondiscriminatory Communication*.

Everyone gets promoted... Why don't I?

This is a question so often asked of supervisors. This is a question an employee seldom really asks of himself/herself. Appraise yourself by asking and answering, truthfully, these questions:

1. Do I have a reputation of being dependable?
2. Am I alert to new ideas?
3. Do I accept responsibility easily?
4. Do I support decisions made by my supervisor and Corps rules and regulations?
5. Have I shown respect for my supervisor and my fellow employees?
6. Do I leave problems not connected with my job at home?
7. Is my disposition pleasant?
8. Am I a leader?
9. Do I possess a good attitude? Do I display it at all times?
10. Am I careful about my personal appearance and grooming?
11. Do I always try to do the best I can?
12. Do I offer help to co-workers when they need assistance?
13. Do I require excessive or constant supervision?
14. Do I accept changes in my work willingly?
15. Do I ask my supervisor for work?

If you can answer "yes" to these questions, you are a good candidate for promotion.



Supervisors,

how do you rate?

The ultimate objective of performance appraisals is to improve organization effectiveness through better use of human resources. Under the law, agencies must have systems for periodically appraising employee job performance and for reassigning, promoting, reducing-in-grade, retaining and removing employees. As a manager, you have certain general responsibilities to:

- * Communicate to employees (at the beginning of appraisal periods) the objectives, job-related performance standards and critical elements of their jobs.

- * Appraise employee performance in relation to established standards.

- * Recognize and reward employees whose performance so warrants.

- * Help employees improve unacceptable performance.

- * Take appropriate action when unacceptable performance doesn't improve. Unacceptable performance (defined as not meeting established performance standards in one or more critical elements of a position) is a basis on which you may reassign, reduce-in-grade, or remove an employee - but only after providing him or her with an opportunity to demonstrate acceptable performance.

Appraising employees should not just be a paper exercise. While rating employees, perhaps supervisors/managers should ask themselves the following questions:

Do I lead by positive example?

Am I receptive to new ideas/innovations?

Do I delegate/empower subordinates?

Do I accept constructive criticism?

Do I respect subordinates/peers as adults (equals)?

Are my work decisions absent of personal problems/prejudices?

Am I objective in my evaluations?

Am I approachable?

Am I a good listener?

Is my attitude positive, encouraging and supportive?

Do I give credit where/when due?

Do I effectively communicate?

Am I sensitive to subordinate needs?

Am I optimistic?

Keeping these questions in mind during the appraisal period will help you better understand yourself and your supervisory skills and may give you a clue as to why a certain employee's performance is not up to par or at least not at the level you know he/she is capable of.

"SF-171 Express"

A unique handbook, "SF-171 Express," written from one "Fed" to another, opens doors to understanding the Federal Merit Promotion System, provides insights in vacancy bid preparation, shares innovative strategies for KSAO/Factor preparation, career transition and advancement, SF-171 samples with transitional word banks, and introduces two mind-boggling "Super Saver" SF-171 formats. It also includes sample resume formats and cover letters with information concerning when you should use each format.

You have probably heard that the SF 171 is being phased out. This is true, BUT you can still use it. Agencies will not insist that you use it as the only means of applying for a federal job. So after all that hard work you have put into it, don't pitch it.

This handbook was written by Connie Hansbrough, who is considered to be the SF-171 Guru and is definitely worth checking out. Give us a call on 8060 if you would like to borrow this handbook.

The CAC wants YOU



The Civilian Activities Council needs a few good men and women to carry on the work for the next year. If you are interested in joining a fun group of people, contact Randy Curtis at 8786, Janet Ulivi at 8288 or Ida Morris at 8731. Retirees are welcome to become active members of the CAC.



— News Briefs (cont) —

District headquarters:

Auxiliary lock open

History was made November 21, 1994, at Melvin Price Locks and Dam when the M/V Co-op Vanguard became the first boat to double lockage through the auxiliary lock with a 15-barge tow. The M/V Piasa was on hand to assist by pulling the first cut. Lock operators were Mike Abernathy, Terry Miller and Dennis Williams.

Public meetings

The St. Louis District Flood Plain Management Assessment team conducted four public meetings in November 1994. The third round of public meetings is being scheduled for April 1995. This study will address alternative ways of better handling major flood events like the 1993 record flood. Everything from removing all federal and non-federal agricultural levees to raising them all to contain the 1993 flood event is being considered.

Team of the Quarter

Congratulations to the 4th Quarter Team of the Quarter recipients who participated in the replacement of gates at Locks 27.

This team removed and replaced the upstream leaf of the vertical lift gates in the main lock and then the auxiliary locks ahead of schedule, minimizing navigation delays.

Team members are: Terry Meyers, Kenny Allensworth, Randy Jones, Mark Griffith, Rick Demp, Jim Steele, Eric Davis, John Tatum, John Branson, Arlyn Culver, Ed Rogers, Matt Struckel, Tom Johnson, Paul Nottmeier, Joe McElligott, Ken Wingrove, Louis Hurd, Cecil McLard, Peter Coleman, Nick Miller, Bob Eifert, Ted Hayn, Darrell LaPlante, Charles Johnson, Bruce Grau, Mike Kruckeberg and Robert Kelsey.



From your CASU Library

On Wednesday, January 18, 1995, the CASU Library and Information Services will celebrate Customer Appreciation Day. We extend an invitation to all. This is a great opportunity to get acquainted with your library - services and staff members. To start, we will be demonstrating online and CD-ROM information retrieval systems. Two demonstrations are scheduled. The first session will be from 9 to 10:15 a.m. and the second from 2 to 3:15 p.m. Please feel free to attend one or more demonstrations. Each system should take about 15 minutes to demo. They are as follows:

Session I:

9 - 9:15 DIALOG's Online Information Service

9:15 - 9:30 OCLC's Interlibrary Loan Module

9:30 - 9:45 Business PhoneDisc

9:45 - 10 BNA's Environmental Library

10 - 10:15 Personnet

Session II:

2 - 2:15 DIALOG'S Online Information Service

2:15 - 2:30 OCLC's Interlibrary Loan Module

2:30 - 2:45 Business PhoneDisc

2:45 - 3 BNA's Environmental Library

3 - 3:15 Personnet

If time allows, patrons are invited to "test drive" the aforementioned systems by performing your own searches. If you are also interested in searching the CASU Library's Catalog or the St. Louis Public Library's Catalog, stop by the library anytime and a staff member will demonstrate how to access these collections.

At this point, you should be marking your calendar with much excitement. However, if you are still feeling reluctant, let me mention one last reason to visit on the 18th... refreshments!!



The Team of the Quarter from left to right: Mike Kruckeberg, Randy Jones, Matt Struckel, Arlyn Culver, Mark Griffith, John Branson, Eric Davis, Rob Kelsey, Terry Meyers, Rickey Kemp, Jim Steele, John Tatum and Ken Allensworth.



The St. Louis District's 1994 Combined Federal Campaign was a success. Our rate of participation and dollar contributions, with fewer employees on board, exceeded last year's record totals. We had 384 contributors for 1994 and 321 employees chose the payroll deduction method. Our installation goal was \$60,000. We received \$56,396 in pledges, 94 percent of our goal and a seven percent in-

crease from our 1993 amount of \$52,655. In 1994, we had four soaring eagle recipients compared to two in 1993. Also, our number of eagle busts rose from four in 1993 to six in 1994.

"Together, we made a difference." Yes, we looked beyond self and pulled together to enrich the lives of so many others.

Special thanks to the entire St. Louis District for your generosity. Kudos to all of the zealous key workers and their supervisors for their managerial support. We want to acknowledge the Civilian Activities Counsel for their liberal patronage and donation during the kickoff rally. We also express gratitude to Russell Elliott for the creative progress chart. Colonel Suermann, we appreciate your en-

dorsement and commitment to the campaign. Major Jones, we are pleased with your fervor and promotion of the CFC drive. Dee Ebert, your role as the District's loaned executive, along with your professional reputation, unquestionably enhanced our victory. We extend our genuine appreciation to Vanessa Alexander, the successor for the 1995 campaign, for your dedicated efforts in making the 1994 CFC a record setting campaign.

Once again, we thank everybody. You should be elated to be a trend-setter in caring within our community. Our gift is a tremendous beginning to this new year.

Angela Sanders
1994 CFC Project Officer

It's a matter of mussel

By Sherrie Zenk-Reed
Wildlife Biologist, PD-A

The summer of 1994 brought the baseline data phase of the Upper Mississippi River Mussel Study to a close. Begun in 1988, the study sought to determine the effects of river navigation on native freshwater mussel populations; specifically the federally endangered Higgins eye (*Lampsilis higginsii*).

The Upper Mississippi River is home to about 48 freshwater mussel species. Mussels siphon water containing food particles in through an incurrent aperture and expel it through an excurrent aperture. Food particles are removed as the water passes through a set of filters. Although they have a muscular appendage called a foot, mussels are very immobile, many times spending their entire lives never having moved more than half a

meter. This lifestyle makes them very susceptible to natural or human induced environmental changes, thus they are considered to be excellent long term monitors of habitat quality.

Construction of the new Melvin Price Locks and Dam second lock is expected to increase the capacity for commercial traffic on the river. This could be detrimental to freshwater mussels by changing water velocities and increasing sediment scour as a result of propeller wash. In accordance with the Endangered Species Act, Section 7, Consultation procedures, personnel from the U.S. Army Corps of Engineers, St. Louis District and the U.S. Fish and Wildlife Service determined that a monitoring study would be initiated to assess the effects of second lock traffic levels on the freshwater mussels found in the Upper Mississippi River. The St. Louis District

and the U.S. Fish and Wildlife Service were not alone in developing the study; the Waterways Experiment Station (WES); the Lower Mississippi Valley and North Central Divisions; St. Paul and Rock Island Districts; State conservation agencies; and other interested parties also participated.

The baseline study was designed to occur over a 7 year period, with work to be completed by WES and divers from the Tennessee Valley Authority (TVA). The first year was devoted to preliminary reconnaissance to determine mussel bed locations and the approximate population size and species composition. The following 6 years were devoted to hard-core research and data collection. Data from each mussel bed were collected using divers equipped with surface air supply and communication

(Continued on next page)



Mussel (cont.)

equipment. Divers collected the mussels and substrate, while researchers processed the samples on shore.

decrease in densities of five common-to-abundant mussel species; (2) the absence of *L. higginsii*; (3) a decrease in live-to-recently-dead ratios for dominant mussel species;

to be indicators of mussel bed health and will give insight into any effects river navigation may be having on the mussel beds of the Upper Mississippi River.

Results of the preliminary reconnaissance (1988), and the 6 years (1989-1994) of detailed monitoring provided physical and biological information during the existing conditions of Upper Mississippi River navigation. Information obtained from later studies (1996-2040) will be compared with baseline study results to make an assessment as to whether or not navigation on the Upper Mississippi River is having any negative effects on the native freshwater mussel populations.

A report containing the results of the 1988-1994 field seasons will be completed in 1995 and made available for review in the St. Louis District, Environmental Planning Branch (PD-A). Preliminary results, based on the information collected to date, reveals that biotic conditions are stable at the monitored mussel beds, and commercial traffic is not having a measurable adverse effect.



Processing quantitative samples on shore.

Usually 2 days were spent at each mussel bed. The first day consisted of quantitative sampling that required the divers to collect sixty 5-gallon buckets of substrate from the river bottom. The substrate was then brought to shore and passed through a set of screens to separate out the mussels and the various sized substrate materials. Collected mussels were sorted, counted, and measured either the following day or retained for laboratory work. Qualitative samples were collected and usually processed the same day. The shore team sorted and counted those samples. Mussels were then returned alive to the mussel bed.

After the field work had been completed, the study moved into the data analysis step. The following six parameters, considered to indicate the health of a mussel bed, were monitored each year: (1) any

(4) a loss of more than 25 percent of the mussel species; (5) a lack of evidence of recent recruitment; and (6) a significant reduction in growth rates or increase in mortality. The parameters chosen are considered



TVA diver equipped with surface air supply and communication equipment.



Deerhunts for the physically disabled

Jack McConnell drove all night all the way from Birch Run, Michigan, to hunt deer at Lake Shelbyville, Illinois. He was in his blind at 4:30 a.m. He harvested a buck at 7:30 a.m. This wouldn't be an unusual story except for the fact that Jack McConnell is confined to a wheelchair because of severe rheumatoid arthritis.

Jack and 13 other hunters took part in the 5th Annual Deerhunt for the Physically Challenged at Lake Shelbyville November 18 through 20. This is one of four such programs in the Corps'

St. Louis District. These programs allow the physically handicapped to experience the thrill of the hunt and the joy of being out in the field again.

The first such hunt took place at Rend Lake in Southcentral Illinois. Rend Lake now draws national and international attention. The Associated Press covered the lake's 15th annual hunt and the story appeared in hundreds of newspapers across the country. The article caught the attention of the British Broadcasting Corporation (BBC) and the Voice of America. Voice of America interviewed Park Ranger Gene Morgan, who coordinated this year's hunt. Voice of America programs are translated into different languages and broadcast throughout the world.

Gene Morgan is also a high school biology teacher and is sponsor of the Sesser Valier High School Outdoorsmen's Club. The club is a major reason why the deerhunts at Rend Lake have been successful. It supplies the manpower to assist the disabled hunters, track deer, cook meals and do the myriad of other tasks that make the hunt such a wonderful experience for the hunters.

The Rend Lake hunt drew 34 hunters. Those hunters harvested 18 deer during the two weekend event.

Mark Twain Lake in northeastern Missouri drew 21 hunters to their 7th annual deerhunt. Twelve hunters harvested deer during the two-day hunt.

At Mark Twain, as at the other lakes, the hunt is made possible through the efforts of area volunteers and members of the lake staff. Hunters are transported to covered blinds by volunteers using six-

ways wonder if they'll return on the second day when the weather is poor, but they always do. The hunters really get excited by the opportunity to harvest a deer."

The hunts always have many personal success stories. William Finnegan, from St. Louis, gave up all his hunting equipment two years ago because he thought he'd never hunt again. This year at Mark Twain Lake he harvested his first deer ever.

According to Bob Kendrick of Monroe City, Missouri, the main



Jack McConnell holds the nine-point buck he bagged on the first morning of the hunt.

wheeled all-terrain vehicles. The blinds are built by youth volunteers from a local school. The blinds are also used for viewing wildlife. In all, almost 50 area residents donated time to make the hunt possible.

Park Ranger Shelly Howald, who coordinated the hunt at Mark Twain Lake, said it was a challenging hunt this year on the second day (Sunday). "It was raining hard when we took them out. We al-

ways wonder if they'll return on the second day when the weather is poor, but they always do. The hunters really get excited by the opportunity to harvest a deer."

Hunts for the physically disabled at some of the St. Louis District lakes have grown to include goose, duck, dove and turkey hunts.



Federal hiring process made more direct

By Evelyn D. Harris
American Forces Information Service

The federal government lifted two barriers to federal entry-level hiring for professional and administrative occupations Nov. 20.

One action eliminates registers - the Office of Personnel Management's central lists used to refer job candidates to agencies needing to fill entry-level jobs. The other eliminates reliance on a written test as a single examining method and provides agencies with more examining options based on their specific needs.

The changes fulfill a recommendation of the Clinton administration's National Performance Review, said OPM Director Jim King. He said he expects the changes to the Administrative Careers with America exams to result in a skilled, committed and diverse work force.

These exams replaced the old Professional and Administrative Career Examination four years ago, after court plaintiffs claimed the old test adversely affected minority hiring. The current exams cover 110 occupations, such as economist, criminal investigator and contract specialist. The exams are separated into six broad occupational groups. For example, one exam tests potential personnel, administrative and computer specialists, while another tests applicants for a wide variety of jobs in law enforcement and investigation.

Rosalie Cameron, deputy director of OPM's Office of Communications, said changes in the examination and register process address complaints by both employers and potential applicants.

"For example, the test doesn't find out whether a potential Immigration and Naturalization Service

agent has the ability to learn languages with ease," Cameron said. "It's important for agency officials to know such things about an applicant before they spend too much on training someone unsuited for the job."

Under the modified examination, applicants will apply for specific job openings rather than broad occupational groups. Taking a test will no longer be the compulsory first step in the examination process. Instead, applicants will complete surveys detailing their qualifications and experience and send these to OPM with a resume.

OPM will score the questionnaires to determine the most highly qualified candidates and then send hiring agencies a list of the best qualified applicants. In addition, agencies may require applicants to take a written test for specific occupations. Agencies can still choose to use the Administrative Careers with America test or a test of their own design.

Agencies also lost time and money from the registry system because they had to contact many applicants who were not interested in the positions offered, said Cameron.

"Meanwhile, potential employees who might have been interested languished on the register without knowing the jobs were available."

Job seekers can find out about available job openings by calling 1-912-757-3000 or contacting their nearest OPM service center. The application questionnaires are straightforward and easy to complete, said officials. Applicants apply for specific job openings of interest to them in locations they wish to work.

Cameron said people who already have taken the test and whose names are on the central lists will receive a letter explaining

they will have to apply for specific jobs in the future. She also stressed the government is hiring fewer people these days - only 21,489 employees came into the system in 1992, and fewer than those will start work in 1995.

To buy surplus DoD property

Interested in buying DoD surplus property, but can't find out how without paying for the information? Now you can call 1-800-468-8289 (1-800-GOVT BUY) to find out for free.

When the military services no longer need an item, they turn it over to a defense reutilization and marketing office. Nearly 200 offices are on or near military installations worldwide. DoD surplus property includes a wide variety of products - office equipment like file cabinets and calculators; sporting equipment, such as golf clubs and baseballs; tools, including power tools; clothing, from boots to coats; and much more.

DoD officials said with today's drawdowns, inventory reductions and base closures, more property is coming in than before. Therefore, DoD is offering more property for sale as surplus. Some has never been used.

If you are interested in national sales, call 1-800-222-3767 to get a copy of the "How to Buy" pamphlet and be placed on the bidders list.

Local reutilization offices hold auctions, spot bids and cash and carry sales. To find the telephone number of the office nearest you, call 1-800-468-8289. Then call the local office to get the date and time of the next sale.



Locality pay rates recommended for 1995

By Evelyn D. Harris
American Forces Information Service

The Clinton administration was expected to endorse locality pay formulas that will affect more than 600,000 DoD general schedule employees.

The Federal Salary Council had announced recommended locality pay formulas November 7. The administration had until November 30 to act. Locality pay is on top of a 2 percent general pay raise.

Miami-area federal workers would receive the biggest raises - the 2 percent general pay increase and a 2.27 locality increase.

The presidentially appointed salary council figures locality pay. The council consists of government, private and union labor experts. Anthony F. Ingrassia, acting chairperson, said the council's complex locality pay formula uses Bureau of Labor Statistics surveys.

Locality pay applies only to employees living in the 48 contiguous states. Employees in Alaska and Hawaii receive high-cost area supplements under separate authority.

Employees in San Francisco, who already receive an 8 percent cost-of-living differential, will receive an added 2.12 percent pay raise this year - the 2 percent general increase plus .12 percent, said Ingrassia. Employees in Los Angeles and New York, who also get an 8 percent cost-of-living differential, will receive only the 2 percent general hike.

Pay gaps in Norfolk and Oklahoma City were below gaps in the rest of the United States, so their net increases for 1995 will be a little lower than most cities. Employees in localities not listed on the accompanying chart will receive the 2.64 percent raise given the catch-all region known as Rest of the United States.

About 88,000 special-rate recipients will not receive locality pay. They already receive higher salaries for their grade levels because they are in hard-to-fill jobs. These special-rate employees include certain clerical workers, engineers, scientists and medical personnel. They will receive a 2 percent general cost-of-living increase.

Members of the Senior Executive Service will not receive locality pay unless President Bill Clinton

signs an executive order including them.

Locality pay is part of the Federal Employees Pay Comparability Act of 1990. The act seeks to reduce the pay gap between government employees and their counterparts in the private sector. The pay increase does not eliminate the gap. Congress put a ceiling on the cost of 1995 increases at 0.6 percent of the total federal civilian payroll.

Federal Salary Council Recommended Increases for 1995*

Locality	Net 1995 Raise
Atlanta	2.78%
Boston	3.44%
Chicago	3.52%
Cincinnati	3.08%
Cleveland	2.88%
Columbus, Ohio	4.18%
Dallas	3.40%
Dayton, Ohio	3.39%
Denver	3.17%
Detroit	3.69%
Houston	3.92%
Huntsville, Ala.	2.27%
Indianapolis	2.88%
Kansas City area	2.65%
Los Angeles	2.00%
Santa Barbara/Edwards AFB, Calif.	3.63%
Miami	4.27%
New Orleans	3.50%
New York	2.00%
Norfolk, Va.	2.45%
Oklahoma City	2.39%
Philadelphia	3.25%
Portland, Ore.	3.60%
Richmond, Va.	2.89%
Sacramento, Calif.	3.54%
St. Louis	3.18%
San Diego	4.21%
San Francisco	2.12%
Seattle	3.87%
Washington	3.21%
Rest of U.S.	2.64%

**Includes general pay raise and locality pay*



To your health

Waging war on winter ailments

The common cold is enemy number one when it comes to winter ailments. The cold itself has nothing to do with cold weather. Rather, it visits more frequently in winter because people have more contact with each other.

We congregate indoors to avoid bad weather, and as we do, we are more likely to pick up a cold virus by touching a person or object. The person who has a virus touches a doorknob, for example, and the next ones to touch the same knob then have the virus on their hands. If they wash their hands at this point, they are out of danger. If they rub their eyes or their nose... they will probably get a cold.

The familiar symptoms begin a couple of days later: Runny nose, sneezing, mild sore throat, fatigue, mild cough and headache. Relief of symptoms with over-the-counter medications will help relieve congestion, and cough, but the best treatment is still to drink plenty of fluids.

Research published in the *New England Journal of Medicine* shows that chicken soup actually does help cold sufferers by helping to increase nasal secretions and relieving congestion.

Staying healthy

To prevent colds, wash your hands frequently and avoid rubbing your eyes and nose. Those who have a cold should wash their hands often to reduce contamination. And stop smoking. Even one cigarette per day paralyzes the cilia in the lungs for 24 hours which keeps them from clearing the lungs.

Antibiotics have no effect on

cold viruses, but if symptoms progress to include sinus pain, earache, productive cough and wheezing, or a higher fever, a trip to the doctor's office is in order.

The flu is a more serious virus-caused illness. The virus is spread through the air by coughing and sneezing of those already infected. A day or two after exposure to the virus, comes the onset of fever, fatigue, body aches, chills, headache, coughing, light sensitivity and pain when moving the eyes. The symptoms can last for up to two weeks. The cough may persist even longer.

Treating the flu

Treatment includes taking over-the-counter analgesics like aspirin or ibuprofen, gargling with salt water or sucking candy for the scratchy throat and lubricating the nose.

Stay in bed and rest. Antibiotics won't kill the flu bug.

The best prevention is a flu shot. Each year the virus changes, so immunization must be done each year.

You can stay healthy in winter by keeping your immunity high. Exercise, get enough rest and eat well to strengthen the immune system. Smoking, stress and drinking to excess have negative effects on the immune system.

'Open wide, this won't hurt a bit...'

Having said that, which you never believe, your dentist might well ask, "Do you want bubble gum, peach or chocolate?"

Those are the flavors of new numbing gels that can be applied to the gums prior to the dreaded Novocain needle. But dentists are offering more than good taste to ease dental phobia.

The American Dental Association reports that many dentists now use anesthetic pads, electronic pain blockers that attach to the outside of the face. An electronic impulse creates a "busy signal" to the brain, blocking any pain signal carried by the nerves. It can also raise the production of endorphins, nature's pain killers. The patient can regulate that stimulation amount, so he or she has some feeling of being in control.

Patients can also be treated to a favorite movie or TV show by wearing virtual reality goggles. They can even play games with the set, which gives patients a mind-distracting activity while tooth repair is done.

Millions of adults delay seeing their dentist because, well, they are scared. With these new weapons in the arsenal to fight fear, seeing your dentist is sure to be less painful and less frightening for kids and adults.

First-aid for a slammed finger

If you close a door on your fingertip or hit your finger with a hammer, you can reduce the risk of losing the nail by immediately squeezing the fingertip and keeping pressure on it for about five minutes, say experts writing for the

University of California at Berkeley Wellness Letter.

This step minimizes internal bleeding and swelling, which can displace the nail root from its bed. Ice can also help.



Retiree Review

By the Retiree Correspondent

The annual Christmas Luncheon was convened on December 15 with 57 present.

George Wilson was our Senior Retiree, having retired in 1962. George was one of our "Legal Begals" and a very fine one. Wish he and his sweet wife could attend our luncheons more often.

We had several December birthdays - Margaret McFarland, Dec. 15, Leon Weber, Mike Cullen, Dennis Gould and Bill Boswell. Many happy returns to all.

Katy Crossley reported that she had heard from Clyde Wilkes. He sent his best regards to all of us. We miss Clyde.

Don Wampler reported that Bill Richardson had passed away about a month ago, with burial in Hannibal. Condolences are extended to his family.

Elmer Huizenga reported that Bill Douglas is not driving, so he wouldn't be able to attend. We miss Bill and his great wit.

Kate Stiles had calls from Bill Haynes, Fran Hessler and Howard Beinike. Howard sent his regards to all and wishes he could be here. Bill is 88 and has fallen twice recently, so he has decided to quit driving and, living in Farmington, he cannot get to the meetings. Good luck Bill. Fran Hessler (Mrs. Ollie) has been undergoing radiation therapy and now chemotherapy for cancer of the lung, liver and brain. The tumor in her lung has reduced in size and she is confident everything is looking bright. Ollie's sister from St. Joseph is staying with her. She has her tree up and decorated. Good luck, Fran. We're praying for you.

Ed Knight is gradually failing, but his attitude is positive. Good luck, Ed. Maryellen Walter, Elmer Huizenga's daughter, is here from Cape Girardeau helping care for her mother who fell a week ago and fractured her knee cap in three places. Good luck, Estelle.

Janet Neidenlinek and Tom Murphy were guests of Bill Hoff. Come again.

Jerry Barnes and Gene Degenhart were the District representatives present. We're always happy to have District reps. present. Seems there is quite an exodus of personnel again this month. One of those retirees, Art Johnson, was present to check us out, he said. Think he will be back. Hope all the other new retirees will join us. The more the merrier.

Col. Jim Meanor and lovely wife Jean were with us. We're always glad to see them. Col. Meanor remi-

nised about some of the work, especially the Meramec project.

Elmer Huizenga, Col. Meanor and Evelyn Grote were the story tellers.

Helen Scheuermann, Ron Bockhorst, Jane Denzel, Don Wampler, Virginia Herald, Mildred Miles, Janet Neiderlensh and Toni Murphy were the lucky ones in our Pot-O-Gold.

We hope to see all of you and many more at our January 19 luncheon about 11 o'clock at the Salad Bowl. Remember the third Thursday of January - the New Year 1995. Let's make it a bigger year with larger attendance. I haven't missed since I don't know when. Probably six years last June - not sure. Hope you all get in the habit of marking the calendar - 3rd Thursday of every month - Salad Bowl - for good food, reminiscence and comraderie.

See you then.



Don Ludwig, who received the District Construction Inspector/Representative for 1994, is flanked by Jake Fredley (left) and Howard Turner, who retired from Con-Ops Readiness Division.

First aid know-how pays

The lives of about two of every five auto accident victims could be saved with proper first aid delivery. The percentage has been confirmed in British and American studies, showing that immediate and proper victim care will prevent death in 40 percent of trauma cases. To help you give proper treatment, the Red Cross has designed a step-by-step injury treatment booklet which slips easily into your car's glove compartment. Call the American Red Cross and ask for its 'Til Help Arrives booklet.



'Good Fighting Qualities of the American Soldier' Wins **BATTLE OF THE BULGE**

IT WAS Hitler's last desperate gamble to win the war. Begun Dec. 17, 1944, the Battle of the Bulge became the largest battle the United States ever fought. More than 600,000 American service members took part in the effort to drive back the Nazis. More than 20,000 Americans died, another 20,000 were captured, and 40,000 were wounded.

The overwhelming Nazi attack through the Ardennes Forest of Belgium surprised Allied leaders. Bad weather allowed the Nazis to concentrate troops and negated the Allied advantage in air power. At first, Supreme Allied Commander Gen. Dwight D. Eisenhower thought the massive assault was a local spoiling attack. But soon the true scope of Nazi penetration became apparent.

It was truly a critical moment in the Allied effort against Nazi Germany, and U.S. service members rose to the occasion.

While much has been written of the stands of the 101st Airborne Division at Bastogne, the 82nd Airborne Division at

Werbomont and the 1st, 2nd and 99th Infantry divisions on Elsenborn Ridge, the battle was really a triumph of the plain GI. Engineers, cooks, clerks, mechanics, anti-aircraft artillerymen battled the Germans. Wherever they were, however they were supplied, U.S. soldiers fought. Many had no combat training save what they received in basic. Yet small groups banded together to take on Tiger tanks of three German armies. They delayed German advances allowing time for reinforcements to arrive. The efforts of stragglers from the 28th Infantry Division, for example, enabled the 101st Airborne to beat the Nazis to Bastogne by seven hours.

There were many other instances of heroism during the battle — and acts of atrocity. In Malmedy, storm troopers of the 1st SS Panzer Division captured more than 100 Americans of an artillery battery. The Nazis herded the Americans into a field, then machine-gunned them. Some GIs escaped, but 83 were butchered.

By Jan. 3, 1945, the worst was over. Allied air power was attacking Nazi concentrations, and counterattacks by the U.S. First and Third armies were closing the Bulge. When asked what turned the tide, British Field Marshal Bernard Montgomery said, "The good fighting qualities of the American soldier. I take my hat off to such men. I salute the brave

fighting men of America — I never want to fight alongside better soldiers. I have tried to feel that I am an American soldier myself."

— American Forces Information Service

